DOCUMENT RESUME

ED 328 306 JC 910 095

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TITLE Follow-Up Study of 1989 Dental Hygiene Graduates. Volume XIX, No. 2.
INSTITUTION William Rainey Harper Coll., Palatine, Ill. Office of Planning and Research.
PUB DATE 28 Sep 90
NOTE 22p.; For the 1988 follow-up of dental hygiene graduates, see ED 309 811.
PUB TYPE Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160) -- Statistical Data (110)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Allied Health Occupations Education; *College Graduates; Community Colleges; *Dental Hygienists; Graduate Surveys; Job Satisfaction; Job Search Methods; Job Skills; *Outcomes of Education; *Participant Satisfaction; Program Evaluation; Questionnaires; Salaries; *Student Attitudes; Two Year Colleges; Vocational Education; Vocational Followup
IDENTIFIERS William Rainey Harper College IL

ABSTRACT

In a continuing effort to measure the quality of their Dental Hygiene program, explore the need for changes, and substantiate the program's goals for accreditation standards, a follow-up study was conducted of the 1989 Dental Hygiene program graduates from William Rainey Harper College (WRHC). A survey was mailed to all 29 associate degree graduates, requesting information on their current employment and/or enrollment in school, employment search experience, salary/benefits, job satisfaction, job tasks, the quality of their WRHC preparation for those tasks, and suggestions for improving the WRHC program. Study findings, based on an 86% response rate, included the following: (1) all of the 25 respondents were employed in the dental hygiene field, with 16 working full time; (2) 46% of the respondents were working in a job setting with only one practitioner, while 54% worked with more than one practitioner; (3) respondents' search for employment typically involved 2.5 interviews, with 32% using the local newspaper and 68% using a personal contact; (4) 80% of the graduates were paid on an hourly basis, with a median wage of $16.75 per hour, or approximately $34,000 per year, up 10% from 1988 graduates; (5) 72% of the respondents were very satisfied with their chosen profession; (6) respondents reported being underprepared to perform 5 of the 34 skills for which they were trained, but in all cases the skill was seldom performed; and (7) while only three graduates were currently working toward an advanced degree, 50% declared intentions to do so. Detailed data tables and the survey instrument are included. (GFW)

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Office of Planning and Research

William Rainey Harper College

FOLLOW-UP STUDY OF 1989 DENTAL HYGIENE GRADUATES

Volume XIX, No. 2
September 28, 1990

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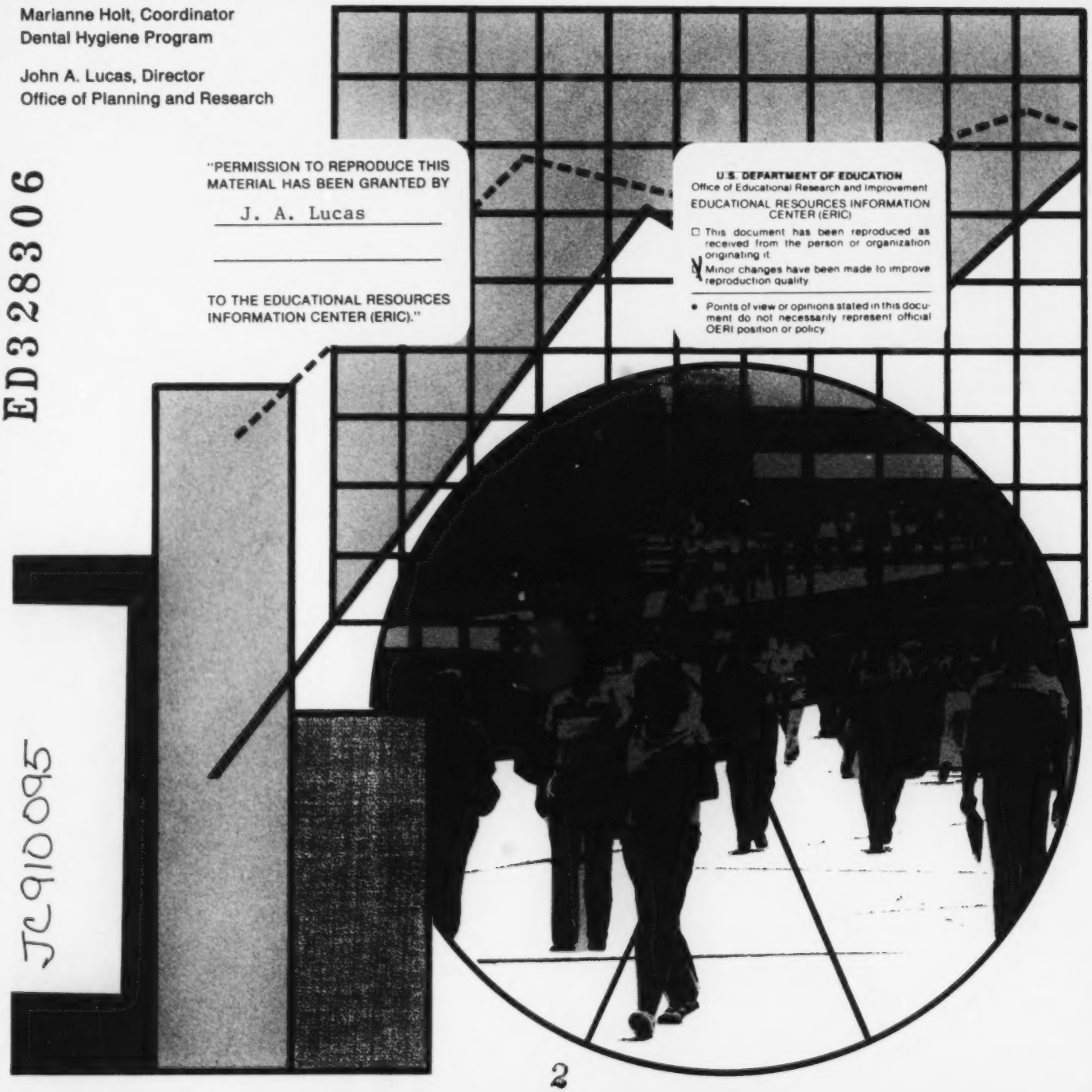

A B S T R A C T

THE PURPOSE OF THIS STUDY WAS TO FOLLOW UP THE TWENTY-NINE 1989 DENTAL HYGIENE GRADUATES AS ONE INDICATOR OF THE QUALITY OF THE PROGRAM, THE NEED FOR APPROPRIATE CHANGES AND IN ORDER TO SUBSTANTIATE THE PROGRAM'S GOALS FOR ACCREDITATION STANDARDS. A SURVEY INSTRUMENT WAS MAILED TO THESE GRADUATES AND AFTER SEVERAL FOLLOW-UP EFFORTS, AN 86 PERCENT RESPONSE RATE WAS OBTAINED.

RESULTS OF THE STUDY INDICATED THAT ALL THE 1989 DENTAL HYGIENE GRADUATES WERE EMPLOYED IN THEIR FIELD AND ALMOST ALL IN SITUATIONS THEY PREFER. THEY ARE GENERALLY VERY SATISFIED WITH THEIR CAREER CHOICE AND WITH THEIR EDUCATION AT HARPER. SALARIES ARE VERY GOOD AT AROUND $34,000 WHICH IS UP 10 PERCENT FROM THE PREVIOUS YEAR AND CONSIDERABLY HIGHER THAN WHAT OTHER HARPER CAREER GRADUATES EARN. HOWEVER, WHILE THE SALARY IS UP, BENEFITS TO DENTAL HYGIENISTS HAVE DECLINED. GRADUATES ONCE AGAIN REPORT THEY ARE WELL PREPARED IN THE SKILL AREAS THEY PERFORM MOST OFTEN.

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Purpose

The purpose of this study was to follow up the 1989 Dental Hygiene graduates as one indicator of the quality of the program, the need for appropriate changes and in order to substantiate the program's goals for accreditation standards. The study was requested by the Coordinator of the Dental Hygiene Program.

Population Surveyed and Methodology

The survey instrument shown in the appendix was designed by the Coordinator of the Dental Hygiene Program with input from the Office of Planning and Research. This survey was mailed to all 29 1989 Dental Hygiene associate degree graduates. After four weeks those not responding were mailed a second copy of the survey. One month later, those still not responding were called and surveyed over the telephone. With this follow-up effort, 25 completed surveys were obtained for an 86 percent response rate. Results were compared with a similar 1988 survey.

Discussion of the Results

Among the 25 respondents, all are employed in the dental hygiene field. Sixteen are employed full time in one situation while 3 more are employed full time with 2 part-time jobs. Another 5 are employed part-time as a dental hygienist by choice Only one is employed part time as a dental hygienist but would prefer a full-time position. In addition, only 4 are employed in a geographic location they do not prefer. Thus the employment situation for Harper graduates is excellent.

In examining their employment situations, 46 percent are in a setting with only one practitioner while 54 percent are with more than one practitioner. Most (79%) are employed in general practice. The most common situation in their search for employment was to go through 2-1/2 job interviews, which is one less interview than the 1988 graduates experienced. There were various avenues used in searching for employment but the most frequent means (68%) was through personal contact. Another 32 percent got their job through the local newspaper. Some 68 percent of the graduates reported their job is in the northwest suburbs.

About 80 percent are paid on an hourly salary basis, while others receive commissions or bonuses or salary on another type of basis. The median hourly salary is about $16.75 per hour and the median daily salary is about $130. This latter figure is equivalent to an annual salary of just over $34,000 - up about 10 percent over the 1988 dental hygiene graduates. This is higher than the average nursing graduate salary ($24,500) or the average career graduate ($24,000). However, while their salaries went up, their benefits, in general, went down. For example in 1988, 95 percent of the dental hygienists received reduced fees for dental work while in 1989 only 68 percent received this benefit. Again in 1988, 90 percent received a Christmas bonus while in 1989 only 56 percent reported this benefit. Fewer among the 1989 graduates received paid holidays, paid continuing education courses, major medical insurance and a uniform allowance as compared to the 1988 graduates.

Among those employed in dental hygiene, 72 percent are very satisfied with their chosen profession while 96 percent are at least satisfied with their chosen profession. One person said their profession was OK and no graduates expressed any dissatisfaction.

These graduates were also asked how frequently they perform certain dental hygiene skills and how well they were prepared to perform these skills. There were 34 skill

Discussion of the Results (continued)

areas that were rated by both the 1988 and the 1989 graduates. The frequency these skills were practiced was the same for these two groups but the 1989 graduates reported they were a little less prepared for these skills than were the 1988 graduates. These 1989 graduates reported five skills on which they were less than adequately prepared but in all of these cases the skill was seldom performed. Generally the graduates report they are well prepared in the skills they frequently perform.

As for continuing their education, 3 1989 graduates are working toward advanced degrees (language, biology, BS in Dental Hygiene). However, half of the 1989 graduates anticipate to eventually work toward an advanced degree. Almost all (88%) of the graduates have maintained membership in the IDHA/ADHA and 63 percent participated in formalized continuing education presentations. When asked how satisfied they were with their professional education, all said they were satisfied or very satisfied. Almost all commented that the dental hygiene program was excellent and prepared them well for their job. One felt they were unprepared in some areas while another said their skills were not fully utilized on the job.

Major Conclusions

All the 1989 Dental Hygiene graduates were employed in their field and almost all in situations they prefer. They are generally very satisfied with their career choice and with their education at Harper. Salaries are very good at around $34,000 which is up 10 percent from the previous year and considerably higher than what other Harper career graduates earn. However, while the salary is up, benefits to dental hygienists have declined. Graduates once again report they are well prepared in the skill areas they perform most often.

CURRENT EMPLOYMENT SITUATION

Situation	1988 N	1988 PCT	1989 N	1989 PCT
Employed full time as dental hygienist	13	65.0	16	64.0
Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked	4	20.0	3	12.0
Employed as a part-time dental hygienist by choice	1.5	7.5	5	20.0
Employed as a part-time dental hygienist but prefer full time	--	--	1	4.0
Employed outside the dental hygiene field by choice	.5	2.5	0	0
Employed in dental field but not as a hygienist	1.0	5.0	0	0
Total	20	100.0	25	100.0

EMPLOYMENT SITUATION

Practice Setting

Solo practitioner	11	57.9	11.5	46.0
More than one practitioner	8	42.1	13.5	54.0
Clinic Type	0	0	0	0
Total	19	100.0	25	100.0

Type of Practice

General Practice	17.5	92.1	19.0	79.2
Perio	1.0	5.3	4.5	18.7
Pedo	.5	2.6	.5	2.1
Total	19	100.0	24	100.0

Number of Jobs Interviewed for in Employment Search

One	4	21.1	7	30.4
Two	4	21.1	7	30.4
Three	3	15.7	2	8.7
Four	2	10.5	4.5	19.6
Five	2	10.5	2	8.7
Six	2	10.5	.5	2.2
Seven	1	5.3	0	0
Eight	1	5.3	0	0
Total	19	100.0	23	100.0
Median Number of Interviews	3		2	
Mean Number of Interviews	3.5		2.5	

How Salary is Determined	1988 N	1988 PCT of 19 Respondents	1989 N	1989 PCT of 25 Respondents
Hourly salary	17	89.5	20	80
Commission	3	15.7	1	4
Salary and commission	3	15.7	2	8
Bonus and one of the aforementioned	7	36.8	1	4
Independent contracting	1	5.3	1	4
Annually	1	5.3	0	0
Weekly Salary	0	0	2	8
Commission only on certain tasks	0	0	1	4
Daily	0	0	2	8
Bimonthly	0	0	1	4

Average Daily Salary

1988 Amount	N	PCT
$104	5	33.3
$112	1	6.7
$114	1	6.7
$120	3	20.0
$127.50	1	6.7
$128.80	1	6.7
$130	1	6.7
$135	1	6.7
$144	1	6.7
Total	15	100.0

Median Daily Salary - $120
Equivalent to an annual salary of $31,200

1989 Amount	N	PCT
$120	4	19.0
$128	5	23.8
$130	2	9.5
$136	3	14.3
$138	1	4.8
$140	3	14.3
$140.25	1	4.8
$144.	2	9.5
	21	100.0

Median Daily Salary - $130
Equivalent to an annual salary of $33,800

Hourly Salary

1988 Amount	N	PCT
$12.00	1	5.3
$13.00	6	31.5
$13.00	1	5.3
$14.00	1	5.3
$15.00	6	31.5
$16.10	1	5.3
$16.25	1	5.3
$17.00	1	5.3
$18.00	1	5.3
Total	19	100.0

Median Hourly Salary $15
Equivalent to an annual salary of $31,200

1989 Amount	N	PCT
$15.00	6	25.0
$16.00	5	20.8
$16.50	1	4.2
$17.00	4	16.7
$17.25	2	8.3
$17.50	3	12.5
$18.00	3	12.5
Total	24	100.0

$16.75
$34,840

Work Week - Hours Per Week

1988			1989		
Hours	N	PCT	Hours	N	PCT
20	1	5.0	8	2	8.0
25	1	5.0	9	1	4.0
30-35	1	5.0	20	1	4.0
32	2	10.0	24	1	4.0
32-40	1	5.0	30	1	4.0
34	1	5.0	32	1	4.0
34-37	1	5.0	34	2	8.0
35	2	10.0	35	6	24.0
35-40	1	5.0	36	2	8.0
40	3	15.0	37.5	1	4.0
40 plus	2	10.0	38	2	8.0
40-45	1	5.0	40	3	12.0
42-54	1	5.0	42	1	4.0
45-50	1	5.0	45	1	4.0
48	1	5.0			
Total	20	100.0		25	100.0

Median Hours Per Week -- 36.25 35.0

	1988		1989	
	N	PCT	N	PCT
Number of Offices				
One	7	50.0	18	75.0
Two	6	42.9	5	20.8
Three	1	7.1	1	4.2
Total	14	100.0	24	100.0

	1989	
Type of Geographic area in which employed	N	PCT
Urban	1	4.0
Suburban	21	84.0
Rural	3	12.0
Total	25	100.0

Location of Employment		
North Suburbs	3	12.0
Northwest Suburbs	17	68.0
Chicago	3	12.0
Illinois Outside Chicago	1	4.0
Milwaukee, Wisconsin	1	4.0
Total	25	100.0

Preference of Employment Location	1989 N	1989 PCT
Location was preferred choice	21	84.0
Location was not preferred choice	4	16.0
Total	25	100.0

Avenues Used to Find Employment Situation	1988 N	1988 PCT of 20	1989 N	1989 PCT of 25
Dentist called student	0	0	2	8.0
Personal contact	1	5.0	17	68.0
Local newspaper	6	30.0	8	32.0
Harper Dental Hygiene Office	5	25.0	1	4.0
ADHA Placement	4	20.0	1	4.0
Major city newspaper	3	15.0	1	4.0
Private placement agency	1	5.0	0	0
Friend	1	5.0	1	4.0
Past employer	1	5.0	2	8.0
Telephone book	0	0	1	4.0

Difficulty in finding employment: 1988 - 1 - information regarding salaries was exaggerated
1989 - 1 - all jobs filled in 5-10 mile radius

Goal During Employment Search	1988 N	1988 PCT	1989 N	1989 PCT
Full-time work in one office (more than 30 hours/week)	15	79.0	16.5	66.0
Part-time work in more than one office to equal full time	2	10.5	2.5	10.0
Part-time employment (less than 30 hours/week	2	10.5	6.0	24.0
Total	19	100.0	25.0	100.0

Satisfaction with Chosen Profession	1988 N	1988 PCT	1989 N	1989 PCT
Very Satisfied	14	70.0	18	72.0
Satisfied	5	25.0	6	24.0
It is OK	1	5.0	1	4.0
Dissatisfied	0	0	0	0
Total	20	100.0	25	100.0

Benefits Included in Work Situation	1988 N	1988 PCT of 19	1989 N	1989 PCT of 25
Reduced fee for dental work	18	94.7	17	68.0
Paid vacation - average one week	17	89.5	20	80.0
Christmas bonus	17	89.5	14	56.0
Paid holidays - median 6.5 days	15	78.9	16	64.0
Continuing education courses paid	11	57.9	10	40.0
Major medical	10	52.6	10	40.0
Uniform allowance	10	52.6	9	36.0
Bonus for production increase	8	42.1	8	32.0
Paid sick days - median 5 days	6	31.6	10	40.0
Malpractice insurance	6	31.6	6	24.0
Profit sharing	5	26.3	6	24.0
Pension plan	3	15.8	5	20.0
Life insurance	2	10.5	4	16.0
Disability insurance	2	10.5	3	12.0
Paid dues for association	2	10.5	0	0
Liability insurance	1	5.3	2	8.0
No benefits	0	0	1	4.0

Advanced Education/Professional Development

Working Toward An Advanced Degree - 1988	N	PCT
Yes - General Studies -- Northern Illinois University Business -- Barat College Teaching/Management -- No response	3	15.0
No	17	85.0

Working Toward An Advanced Degree - 1989	N	PCT
Yes - Sign Language and Spanish - Marquette Biology - Barat BS in Dental Hygiene - Northwestern	3	12.5
No	21	87.5

Anticipate to Eventually Work Toward Advanced Degree - 1988		
Yes	12	75.0
No	4	25.0
Major Area of Study - Health -- 2 Management Biology -- 2 Psychology B.S.Degree -- 2 DDS		

Anticipate to Eventually Work Toward Advanced Degree - 1989		
Yes - Undecided - 4 Community Health Business - 2 B.S. Degree/Dental Hygiene Education Masters/Health Care Child Psychology Marketing Dental Products	12	52.0
No	11	48.0

Professional Development	1988 N	1988 PCT of 19	1989 N	1989 PCT of 24
Maintained membership in IDHA/ADHA	18	94.7	21	87.5
Attend local IDHA component meetings	7	36.8	8	33.3
Participated in formalized continuing education presentations	7	36.8	15	62.5
Volunteered for community projects or activities	4	21.1	8	33.3

Satisfaction with Professional Education at Harper College	1988 N	1988 PCT	1989 N	1989 PCT
Very Satisfied	15	75.0	19	72.0
Satisfied	4	20.0	6	38.0
Somewhat Satisfied	1	5.0	0	0
Dissatisfied	0	0	0	0
Total	20	100.0	25	100.0

Comments:			
	Felt very well prepared for job	9.5	5
	Excellent program	4.5	8
	Much information was outdated	1	0
	Often stress level was unbearable	1	0
	Not well prepared in some areas	0	1
	Skills not fully utilized on job	0	1

FREQUENCY OF PERFORMING VARIOUS DENTAL HYGIENE DUTIES

Frequency Index
2 = Often
1 = Occasionally
0 = Never

Duty	1988 N	1988 Index	1989 N	1989 Index
Hand Scaling	20	2.00	22	2.00
Medical History of Patient	20	1.90	22	2.00
Patient Education - Individual	20	1.85	21	2.00
Radiology Safety Procedure/Lead Apron	--	--	22	2.00
Periodontal Evaluation - Probings	20	1.70	22	1.91
Polishing - All Patients	19	1.74	21	1.90
Radiographs - Complete Intra Oral Survey	20	1.90	22	1.77
Instruments - Universal Curets	--	--	22	1.77
Radiographs - Interproximal Survey	20	2.00	21	1.76
Radiographs - Perapicals	20	1.95	22	1.73
Instruments - Graceys	--	--	22	1.73
Intra/Extra Oral Exam	20	1.70	21	1.62

(continued)

FREQUENCY OF PERFORMING VARIOUS DENTAL HYGIENE DUTIES

Frequency Index
2 = Often
1 = Occasionally
0 = Never

Duty	1988 N	1988 Index	1989 N	1989 Index
Periodontal Scaling	10	1.80	22	1.59
Root Planning	20	1.65	22	1.59
Ultrasonic Scaling	20	1.60	22	1.55
Periodontal Evaluation - Complete Charting	20	1.20	20	1.55
Dentition Charting	20	1.50	21	1.52
Topical Fluoride Applications	20	1.60	22	1.50
Indices - Periodontal	20	1.00	21	1.24
Radiology Safety Procedure/Equipment Inspection	--	--	21	1.10
Indices - Gingival	19	.74	20	1.05
Instruments - Langers	--	--	21	1.05
Subgingival Irrigation	20	.90	22	1.00
Sealants	20	1.35	21	.95
Curettage	20	1.10	22	.91
Indices - Bleeding	20	1.00	20	.90
Indices - Plaque	19	.63	20	.90
Nutrition Counseling	19	.42	21	.90
Air Polishing	19	.58	21	.71
Radiographs - Panorex	18	.83	20	.70
Selective Polishings	20	.85	20	.65
Radiology Safety Procedure/Monitor Badge	--	--	20	.65
Impressions for Study Models	20	.80	22	.59
Blood Pressure/Pulse Screening	20	.55	22	.55
Suture Removal	20	.40	21	.48
Perio-Pack Removal	20	.25	22	.36
Instruments - Files	--	--	21	.33
Polishing Analgrams	20	.15	21	.29
Radiographs - Occlusal	17	.41	20	.20
Patient Education - Group	17	.65	18	.17
Margination (EVA)	19	.21	21	.10
Vitality Testing	20	.35	--	--
Orthodontic Placement and Removal	18	.22	--	--
Rubber Dam Clamp Placement	19	.05	--	--
Average Index of those 34 tasks rated in both 1988 and 1990		1.14		1.14

- Four use sickles often
- One uses Columbias often
- One uses 204's often
- One occasionally uses CEPH Radiographs

ADEQUACY OF PREPARATION FOR VARIOUS DENTAL HYGIENE SKILLS

Adequacy Index
2 = Very well prepared
1 = Adequately prepared
0 = Inadequately prepared

Duty	1988 N	1988 Index	1989 N	1989 Index
Radiology Safety Procedure/Lead Apron	--	--	22	2.00
Hand Scaling	20	1.95	22	1.95
Polishing - All Patients	19	1.95	20	1.95
Radiographs - Interproximal Survey	20	1.95	20	1.95
Periodontal Evaluations - Probings	20	1.95	22	1.95
Intra/Extra oral Exam	20	1.85	21	1.95
Ultrasonic Scaling	20	2.00	22	1.91
Medical History of Patient	20	1.90	22	1.91
Subgingival Irrigation	19	1.79	22	1.91
Instrument - Graceys	--	--	22	1.91
Instrument - Universal Curets	--	--	22	1.91
Patient Education - Individual	19	1.95	21	1.90
Dentition Charting	19	1.95	20	1.90
Radiographs - Complete Intra-oral Survey	20	1.95	21	1.90
Topical Fluoride Applications	19	1.79	21	1.90
Radiographs - Perapicals	20	1.95	21	1.86
Sealants	19	1.89	20	1.85
Periodontal Evaluation - Complete Charting	20	1.85	20	1.85
Selective Polishing	19	1.95	19	1.84
Radiology Safety Procedure/Monitor Badge	--	--	18	1.83
Periodontal Scaling	20	2.00	22	1.77
Root Planning	18	1.72	22	1.77
Instrument - Langers	--	--	22	1.77
Blood Pressure/Pulse Screening	18	1.72	21	1.76
Indices - Periodontal	18	1.67	20	1.75
Indices - Bleeding	19	1.84	19	1.68
Indices - Plaque	16	1.73	19	1.63
Indices - Gingival	16	1.62	19	1.63
Air Polishing	19	1.53	19	1.63
Patient Education - Group	16	1.75	15	1.53
Radiology Safety Procedure - Equipment Inspection	--	--	19	1.42
Instrument - Files	--	--	20	1.35
Impressions for Study Models	19	1.63	21	1.33
Curettage	19	1.21	21	1.29
Nutrition Counseling	18	1.22	20	1.25
Margination (EVA)	17	1.47	20	1.15
Polishing Analgrams	17	1.29	20	.95
Radiographs - Occlusal	14	1.07	18	.94
Radiographs - Panorex	16	.94	18	.94
Suture Removal	15	1.13	20	.80
Perio Pack Removal	14	1.07	20	.70
Vitality Testing	18	.56	--	--
Rubber Dam Clamp Placement	16	.37	--	--
Orthodontic Placement and Removal	15	.27	--	--
Average index of those 34 tasks rated in both 1988 and 1989		1.72		1.62

- Three were well prepared to use sickles
- One well prepared to use 204's
- One adequately prepared to use columbias
- One adequately prepared to use CEPH radiographs

General Comments - 1988

- More education placed on pediatric care/I felt very deficient in this area.
- Requirements - although it already has changed.
- Less judgmental - more objective
- Make it a more stress free environment by: 1) remember the girls are students, 2) more help throughout the program - not just in the beginning.
- I really feel that the program was good. I think being fair and having understanding instructors helps a lot.
- Much more emphasis should be placed on accuracy in caries detection. More realistic time frame for completing prophylactic procedures.
- Have better informed instructors.
- Clinic - seems to be graded too subjectively rather than objectively. I know changes were taking place in '88 when I graduated.
- I would have liked to have learned more ortho.
- Work with students individually, also have group discussions available to help with stress of program. Make requirements more manageable.
- More objective grading. More review in diagnosing decay on X-rays. More perio education in class with a periodontist. Some orientation into private practice.

Comments on how Harper can improve the quality of its program - 1989

- Quality of the program is fine; however, another instructor acting as a floater throughout all units would be nice when the assigned instructors are busy with test cases.
- Teach how to clean implants.
- Only to continue to research the latest techniques and include them in the overall education.
- I wish we would have talked more about implant management and burs.
- More teacher/student meetings to discuss students weaknesses/strengths.
- By trying to remove some of the pressure. Constantly being pushed to the limit makes it a difficult atmosphere to learn.
- Some more time dealing with the reality of private practice and ways to continue the high standards taught in school. More time on curretage, especially clinical instrumentation.
- More periodontal hands-on experience in the clinic.
- Instructors should treat every student equally and not only be nice to or do favors for the ones they are more friendly with.
- Elimination of dental materials course - this could have been incorporated into another course - at least what is pertinent for a hygienist to know, a second perio pt or individual perio pt would be more beneficial.
- Keep open lines of communication.
- Have more work done in the nutrition area in regards to oral health.
- Sense of training could be improved, more practice timewise, more realistic in cleaning, providing more material for practice.

Comments on Satisfaction/Dissatisfaction with Professional Education -- 1989

- Harper's program has strived to keep up-to-date and give current and well-rounded education to their students. In comparison to other schools and education given our program is excellent and one of the best! The perio aspect is especially helpful in private practice.
- I love where I work! At both my offices the doctors do all their own orthodontics.
  The doctor does his own perio, implants, laminates and I am responsible for their maintenance.

Comments on Satisfaction/Dissatisfaction with Professional Education - 1989 (cont'd)

- Enthusiastic teachers that offered a lot of help and knowledge.
- I felt very prepared when I entered the working world.
- I feel my education at Harper was excellent. I began my career with a sound knowledge base and felt well prepared clinically.
- Dental Hygiene profession is very rewarding. I feel financially stable and am very happy I chose this profession - I really enjoy what I am doing.
- The quality of education Harper gives is great - lots of hard work.
- I enjoyed my learning experiences during the program; however, I did know of others who felt that certain instructors were not fair to all students or inconsistent from rotation to rotation.
- Very satisfied.
- Even with working at Northwestern with dental hygiene students, if I had to do it over I would go right back to Harper. I feel I learned an exceptional education from Harper.
- In some areas I feel I need to feel more confident (root planing and curretage for example).
- I feel that Harper gave a complete dental hygiene education. I feel very confident in my field.
- I feel very confident with what I have learned at Harper. I think it is a very good program.
- I am very proud to be a graduate of Harper's Dental Hygiene program.
- Dissatisfied - sometimes I feel my skills are not being used fully in the office. We do not do irrigation - we are working on our dentist.

APPENDIX

- Survey Instrument

WILLIAM RAINEY HARPER COLLEGE

DENTAL HYGIENE PROGRAM

ALUMNI SURVEY

1- Check (x) your current employment situation

_____ A. Employed full time as a dental hygienist
_____ B. Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked
_____ C. Employed as a part-time dental hygienist, by choice
_____ D. Employed as a part-time dental hygienist but would prefer full-time employment
_____ E. Employed outside the dental hygiene field by choice

Job Title_____

Why did you prefer this?_____
_____
_____

_____ F. Employed outside the dental hygiene field but would prefer working as a dental hygienist

Present Job Title_____
_____ G. Unemployed but searching for employment
_____ H. Unemployed because am enrolled in college

Major_____ College_____
_____ I. Unemployed because of being a homemaker
_____ J. Unemployed for some other reason

2- Practice setting:
_____ A. Solo Practitioner
_____ B. More than one practitioner
_____ C. Clinic type
_____ D. Other _____
_____

3- Type of Practice:
_____ A. General Practice
_____ B. Perio
_____ C. Pedo
_____ D. Other _____
_____

4- _____ A. Number of work hours/week
_____ B. Number of offices

5- In which geographic area are you employed?
_____ A. Urban
_____ B. Suburban
_____ C. Rural

6- In which location are you employed?
_____ A. North suburbs
_____ B. Northwest suburbs
_____ C. South suburbs
_____ D. Southwest suburbs
_____ E. Chicago
_____ F. Illinois/out of Chicago area
_____ G. Out of state (specify)_____
_____

7- Was this location your preferred choice?

_____ A. Yes
_____ B. No

8- What avenues did you use to find your employment situation(s)? Check (x) all that apply.

_____ A. Personal contact
_____ B. ADA Placement
_____ C. ADHA Placement
_____ D. Private Placement Agency
_____ E. Major City Newspaper
_____ F. Local newspaper
_____ G. Other_____

9- If you had difficulty finding employment, what type of difficulty?_____

10- During my employment search, I was looking for:

_____ A. Full-time work in one office (more than 30 hours)
_____ B. Part-time work in more than one office to equal a full-time work week.
_____ C. Part-time employment (less than 30 hours/week)
_____ D. Other - specify_____

11- How many jobs did you interview for?_____

12- How is your salary determined? Please (x) check all that apply.

_____ A. Hourly salary
_____ B. Weekly salary
_____ C. Monthly salary
_____ D. Commission
_____ E. Salary and Commission
_____ F. Bonus and 1 of the aforementioned
_____ G. Independent contracting
_____ H. Other - specify _____

13- What is your average daily salary (based on an 8-hour day)?_____

14- What is your hourly salary?_____

15- What benefits are included in your work situation? Check (x) all those that apply.

_____ A. Paid holidays - How many?_____
_____ B. Paid sick days - How many?_____
_____ C. Pension Plan
_____ D. Profit Sharing
_____ E. Paid Vacation - How much?_____
_____ F. Insurance: 1) Major medical_____
2) Life_____
3) Disability_____
4) Liability_____
5) Malpractice_____
_____ G. Other: 1) Uniform allowance_____
2) Continuing education courses paid_____
3) Paid dues for Association_____
4) Reduced fee for dental work_____
5) Bonus for production increase_____
6) Christmas bonus_____
_____ H. Other - Please explain, especially if you are an independent contractor:_____
_____ I. No benefits

16- Look over the following job duties and indicate which ones you perform and how well prepared you feel in each area. Check (x) one in each section.

Dental Hygienist Duty	Often Perform This Duty	Occasionally Perform This Duty	Never Perform This Duty	Feel Very Well Prepared in This Area	Feel Adequately Prepared in This Area	Feel Inadequately Prepared in This Area
A. Medical history of patient	___	___	___	___	___	___
B. Intra/extra oral exam	___	___	___	___	___	___
C. Blood pressure/pulse screening	___	___	___	___	___	___
D. Periodontal evaluation						
1- Probings	___	___	___	___	___	___
2- Complete Charting	___	___	___	___	___	___
E. Indices						
1- Bleeding	___	___	___	___	___	___
2- Plaque	___	___	___	___	___	___
3- Gingival	___	___	___	___	___	___
4- Periodontal	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
_____						
F. Ultrasonic scaling	___	___	___	___	___	___
G. Hand scaling	___	___	___	___	___	___
H. Periodontal scaling	___	___	___	___	___	___
I. Instruments						
1- Graceys	___	___	___	___	___	___
2- Langers	___	___	___	___	___	___
3- Universal Curets	___	___	___	___	___	___
4- Files	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
_____						
J. Root planning	___	___	___	___	___	___
K. Curettage	___	___	___	___	___	___
L. Polishing/all patients	___	___	___	___	___	___
M. Selective polishings	___	___	___	___	___	___
N. Air polishing	___	___	___	___	___	___
O. Subgingival irrigation	___	___	___	___	___	___
P. Patient education						
1- Individual	___	___	___	___	___	___
2- Group	___	___	___	___	___	___
Q. Topical fluoride applications	___	___	___	___	___	___
R. Nutrition counseling	___	___	___	___	___	___
S. Margination (EVA)	___	___	___	___	___	___
T. Polishing amalgams	___	___	___	___	___	___
U. Impressions for study models	___	___	___	___	___	___
V. Dentition charting	___	___	___	___	___	___
W. Sealants	___	___	___	___	___	___
X. Suture removal	___	___	___	___	___	___
Y. Perio pack removal	___	___	___	___	___	___
Z. Radiographs						
1- Interproximal survey	___	___	___	___	___	___
2- Complete intraoral survey	___	___	___	___	___	___
3- Panorex	___	___	___	___	___	___
4- Perapicals	___	___	___	___	___	___
5- Occlusal	___	___	___	___	___	___
6- Other (Specify)_____	___	___	___	___	___	___
AA. Radiology safety procedures						
1- Lead apron	___	___	___	___	___	___
2- Monitor badge	___	___	___	___	___	___
3- Equipment inspection	___	___	___	___	___	___

17- Check (x) the degree of satisfaction with your chosen profession.

_____ A. Very satisfied
_____ B. Satisfied
_____ C. It is OK
_____ D. Dissatisfied - why?_____
_____

18- Are you working toward an advanced degree?

_____ A. Yes - Major area of study_____
College_____
_____ B. No

19- Do you anticipate that you will eventually work toward an advanced degree?

_____ A. Yes - Major area of study_____
_____ B. No - Please explain_____
_____

20- With regard to professional development, please check (x) all that apply.

_____ A. Maintained membership in IDHA/ADHA
_____ B. Attend local IDHA component meetings
_____ C. Participate in formalized continuing education presentations
_____ D. Volunteered for community projects or activities

21- To what degree were you satisfied with your professional education?

_____ A. Very satisfied
_____ B. Satisfied
_____ C. Somewhat satisfied
_____ D. Dissatisfied
_____ E. Very dissatisfied

Please comment on your satisfaction/dissatisfaction._____
_____
_____
_____

22- Please comment on how we can improve the quality of our program._____
_____
_____

Please correct your mailing address, if necessary

Name_____
Address_____
_____
City_____State_____
Zip Code_____

Please supply address of employer (optional)

Name_____
Address_____
_____
City_____State_____
Zip Code_____

THANK YOU for all your help in responding to this survey!

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MAR 8 1991